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FERDINAND F. FOURNIES

author of the bestselling WHY EMPLOYEES DON'T DO
WHAT THEY'RE SUPPOSED TO DO AND WHAT TO DO ABOUT IT

**Coaching For Improved Work Performance Revised
Edition By Ferdinand Fournies 1999 12 06**

Richard Regis



Coaching For Improved Work Performance Revised Edition By Ferdinand Fournies 1999 12 06:

Coaching for Improved Work Performance, Revised Edition Ferdinand F. Fournies, 1999-12-06 Managing employees in today's rapidly evolving workplace can sometimes feel like negotiating a minefield. Such recent new trends as flextime, telecommuting, 360 degree feedback, the flattening of hierarchies and the increased use of temps and contract workers present tough new challenges for supervisors in every field. This timely, completely revised and updated edition of Ferdinand Fournies's classic management coaching bible shows you proven ways to get workers to perform at the highest level while eliminating the self-destructive kinds of behaviors that have become increasingly prevalent in recent years. In this book you'll be taught specific face-to-face interventions you can use to enhance performance in every kind of workplace situation, from sales to creative brainstorming. There are also interventions uniquely suited to resolving problems ranging from low productivity to absenteeism to conflicts between individuals. You'll learn precisely what to say and do so that each person you supervise will want to give you his or her best work, even when that person was previously thought to be a problem employee. Packed with brand new case studies from Fournies's latest research into the dynamics of the modern workplace, this classic guide takes all the guesswork out of becoming the kind of inspired hands-on manager that every company today is looking for.

Effective Police Supervision Harry W. More, Larry S. Miller, 2010-12-29 Good police officers are often promoted into supervisory positions with little or no training for what makes a good manager. **Effective Police Supervision** is a core text used in college-level classes on supervisory practices in criminal justice. This popular book combines behavioral theory with case studies that allow the reader to identify and resolve personal and organizational problems. It provides readers with an understanding of the group behaviors and organizational dynamics with a focus on effectiveness as well as proficiency and on how a supervisor can help to create an effective organization. This book is also a vital tool in the preparation of police officers for promotional exams. **NEW THIS EDITION** This revised and updated edition has a new chapter, **Homeland Security and Terrorism: A Changing Role**. New material has been added throughout the textbook on the following topics: characteristics of an effective coach, mentoring work values, unions, dealing with change, supervisory styles, empowerment, SARA, identifying stakeholders, dealing with Limited English Proficient individuals, intercultural communication and equity theory. The case studies and references have been thoroughly updated and expanded. Each chapter opens with a case study to illustrate the concept and includes key terms. Contains a new chapter on homeland security and terrorism and how they are changing the role of the police supervisor. Used nationwide for police promotional exams.

Strategic Human Resource Management and Development Richard Regis, 2008 Strategic Human Resource Management has been a topic familiar to many. But this book approaches the same topic in a current global economy with so many Indian business houses venturing into acquiring global giants and establishing themselves atop of the world of business in our growing economy. This means that with electronic communication making the world into a global village and virtual

organizations and learning having made the distinction between place and space not a matter of importance strategies to be adapted by the HR professionals should be totally new That is where this book is having a new approach to SHRM It is interspersed with contemporary Indian cases and experience to fall back on to illustrate the different strategies HR has to play as a business partner Issues in employee privacy in case of virtual organizations have been vividly dealt with Gone are the days of the fire fighting role of HR professionals They are required to play a vital role being part of the business strategy not only at the domestic arena but also in the global business Challenges involved in building multicultural organizations cross border merger and acquisition and repatriation and outsourcing are topics that are significant in the local as well as the global human resource management which are discussed extensively The book explains career planning and development and compensation packages in the context of competencies and balanced scorecard When speed and alacrity are demanded of all the employees to stay ahead of competition the employees are required to put in extended hours and work in a stressful environment Hence the new era HR professional has to resort to developmental activities through mentoring coaching counseling stress management and emotional balance The book is divided into five parts Apart from the stories narrated within the text of the book and some exercises there is a separate section of cases at the end of the book to augment the concepts narrated in each part It would not only fully meet the requirements of MBA students but would also give new direction to the practicing HR professionals

Building Workforce Strength Ron Elsdon, 2010-06-16 This book explores the perspectives of experienced practitioners sharing ideas about building and sustaining organizational strength through workforce development practices and systems In an environment where information service and knowledge are primary sources of value creation workforce strength is central to securing prosperity Written by practitioners for practitioners *Building Workforce Strength Creating Value through Workforce and Career Development* bridges the disciplines of organization and individual development showing those charged with organizational progress why workforce strength is a key component of prosperity and how it can be achieved This hands on volume is organized in three sections that establish a foundation for workforce and career development explore implementation in organizations and examine the process s implications for working with individuals Showcasing workforce and career development practices and systems for both represented and nonrepresented populations it provides a framework techniques and examples that will guide approaches to building workforce strength Applications of workforce and career development principles in a variety of sectors such as healthcare and high technology offer tangible examples of these principles in practice

American Book Publishing Record, 2000 Subject Guide to Books in Print, 1991 Forthcoming Books Rose Arny, 1999 Contagious Leadership Monica L. Wofford, 2004-03 Leaders do not have to be born they can be cultivated Readers learn how to lead and to become leaders with ten steps Topics include respect recognition growth forgiveness mistakes communication and action **Books in Print**, 1981 **Coaching For Improved Work Performance:** Fournies, 2003-08-01

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